



Annual Report 2018



CONTENTS

About SDECC3

Chairperson’s Report.....5

Treasurer’s Report.....5

CEO’s Report.....6

The SDECC Way7

Feedback.....8

Case studies.....10

Financial Reports12

Board Members.....18

SDECC acknowledges Aboriginal and Torres Strait Islander people as Australia’s First People and The Traditional Custodians. We value their cultures, identities, and their continuing connection to country, waters, kin and community. We pay our respects to Elders past, present and emerging. SDECC is committed to making a positive contribution to the wellbeing of Aboriginal and Torres Strait Islander young people and families by providing services that are welcoming, safe, culturally appropriate and inclusive.





ABOUT SDECC

SDECC is a not for profit charitable organisation providing services across the Northern Sydney Region.

Our goal is to empower young people, families and their community to minimise the harms associated with the problematic use of alcohol and other drugs.

Our Purpose is to be a centre of excellence that provides a model of evidence-based, outcome focussed counselling and support services for young people aged 14 to 25 years with problematic use of alcohol and other drugs, and their families. This model focusses on keeping the young people with whom we work safe, out of hospital, out of the criminal justice system, contributing to their community and achieving their potential.

The problematic use of alcohol and other drugs occurs within a complex social and family environment and seriously impacts the health, life and potential of young people, their families and the community. Evidence shows that working holistically with young people and their families, with a harm-minimisation approach improves results.

At SDECC we

- * are warm, friendly and welcoming**
- * are accepting and non-judgemental**
- * are accessible and efficient**
- * have highly skilled and qualified staff**
- * are respectful of privacy and confidentiality**
- * meet the highest accreditation standards**
- * use only proven, evidence-based methods of practice**



We **Welcome** & include LGBTIQ+ people

We **Create** positive change in our local community

We **Celebrate** LGBTIQ+ diversity



CHAIRPERSON'S REPORT

It has been a year of transitions here at SDECC. Late last year we said farewell to former CEO Susan Watson, triggering our search for a new CEO to lead the organisation. Whilst the recruitment and selection process was undertaken, we were most fortunate to be able to appoint Dennis McLaughlin as our interim CEO, who quickly picked up where Susan left off and continued to drive the organisation forward. It would be remiss of me if I did not take this opportunity to thank Dennis for all his work over the last year.

Then, in May, I was pleased to announce that we had appointed Carolyn McKay as our new Chief Executive Officer. Carolyn is an experienced executive leader in the community sector with many years CEO experience and a successful track record of leading organisations through externally and internally driven change: traits which will serve SDECC well and help preserve our reputation as a leader in the sector.

The Board is well aware that transitions such as this can be unsettling for staff and it is to their credit that they have not just survived during this period but thrived, as evidenced by Belinda Volkov being selected to join the highly respected NADA Practice Leadership Group. Our staff really are the lifeblood of the organisation.

This year of transitions is set to continue in November when I will be stepping down from my role as Chairman. For the last 4 years it has been my honour and privilege to serve as the Chairman of SDECC. I am incredibly proud to have been associated with the high quality services we provide to the local community. As we embark on the next stage of rolling out our innovative model across the northern Sydney region, I have decided that now is the right time for me step aside and hand the baton over to my successor.

So, as I write to you for the last time, I would like to thank everyone who has helped make my time at SDECC as rewarding and enjoyable as it has been. To all our funders, partners, and supporters, thank you for enabling us to do the work that we do. To my fellow Board members, both past and present, thank you for putting your trust in me and for driving the strategic vision for the organisation.

Finally, to all the staff at SDECC, you are what makes this organisation special. Your belief in the people we serve, your professionalism and your dedication is an inspiration to us all. We don't get to tell you often enough the high regard in which the Board views you all. Keep doing what you're doing.

Thank you.

Russell Wolfe

CHAIRPERSON



TREASURER'S REPORT

I am pleased to report the ongoing stability in the financial position of SDECC. For the year ended 30 June 2018 there was a surplus of \$36,178 compared to \$1,580 in the prior year.

Grant income and related expenditure increased with new funding contracts coming into effect and administration costs were maintained at prior year's levels.

At 30 June 2018 cash balances were \$642,965, an increase of \$79,320 on the prior year. Unexpended grant income at 30 June 2018 was \$462,529 compared to \$352,979 for the prior year.

Year-end net assets were \$2,783,168, reflecting property and other operating assets of \$2,466,930 and working capital of \$316,238. The level of net assets and working capital enables SDECC to face the increased services in the year to June 2019 with confidence.

Ian Farmer

TREASURER



CEO's REPORT

It is my great pleasure to welcome you to the 45th SDECC Annual Report and my first Annual Report as CEO of SDECC. I am privileged to lead a wonderful team of skilled, passionate and committed professionals and would like to thank the team for their warmth and generosity in easing my transition to the role. I thank the Board for entrusting me with this great opportunity and for your support.

The past 12 months has been a time of change, growth and continued focus on strengthening our reputation as a Centre of Excellence whilst keeping our clients at the heart of all we do. I would like to express the team's sincere thanks to Dennis McLaughlin for steering SDECC through an uncertain period as interim CEO whilst the Board undertook recruitment for the permanent CEO position.

SDECC has had a busy year completing 334 assessments, 2062 counselling sessions and facilitating 11 Paving Ways groups for parents/carers. In addition we presented a poster (next page) on the SDECC model at the NADA Conference with preliminary data highlighting the effectiveness of our service. Belinda Volkov, Clinical Coordinator was also nominated for a NADA Award and invited into the NADA Practice Leadership Group.

Our Client Satisfaction survey indicated a high satisfaction rating with our services with 74% rating our service as excellent and 100% reporting that almost all or most of their needs have been met.

SDECC has been operating out of Chatswood over the past year on a part-time basis and *we* are striving to establish a full time satellite office on the North Shore in the near future. We are excited about the opportunity to grow the impact of our service across the region to support more young people and their families. Our growth has been enabled through funding from the NSW Ministry of Health for Youth at Risk which complements our funding from Sydney North Primary Health Network (SNPHN) and NSW Health. I would like to thank our funders for their support as we strive to continue to increase our impact in the coming year. I would also like to thank our wonderful community partners, together we are able to increase our impact for the benefit of our clients.

We would like to thank all the young people and parents/carers who trust us to work with them in the achievement of their goals.

We are looking forward to an exciting year ahead building on our strengths, confident that we are well positioned to capitalize on the opportunities ahead.

Carolyn McKay

CEO





THE SDECC WAY:



WORKING WITH THE DRUG AFFECTED FAMILY USING A FAMILY INCLUSIVE APPROACH

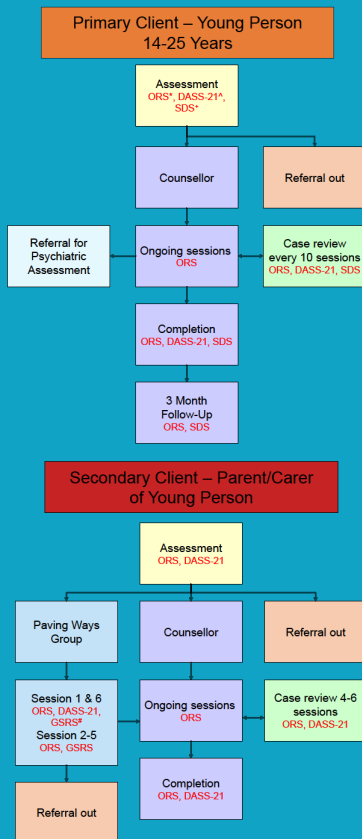
MEG LOVETT (Psychologist, MAPS) & JANE NISBET (Psychologist, MAPS)

BACKGROUND

SDECC provides therapeutic interventions for young people aged 14 to 25 years with Substance Use Disorder (SUD) and co-occurring mental health issues. SDECC also delivers intensive support for parents/carers of young people with comorbid SUD. SDECC's unique model of service delivery is family-inclusive and allows for young people and parents/carers to receive support from separate counsellors.

SDECC MODEL

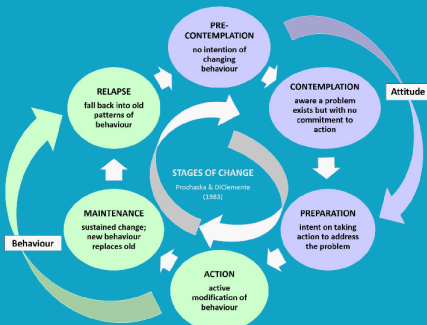
The model's theoretical underpinnings, presented in the paper "Planting seeds of change in the drug affected family" (Volkov & Watson, 2015), provide the rationale for a model that addresses family systems - because SUD impacts on families, not just individuals. The coordination of the model is managed through the SDECC Clinical Case Review where families are presented by clinicians to review and treatment-match. This approach has shown to be effective in stabilising and improving outcomes for all family members.



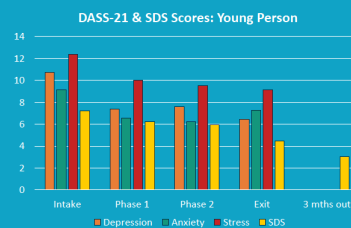
*ORS=Outcome Rating Scale
†DASS-21= Depression, Anxiety & Stress Scales
*SDS= Severity of Dependence Scale
†GRS=Group Session Rating Scale

A PARALLEL PROCESS

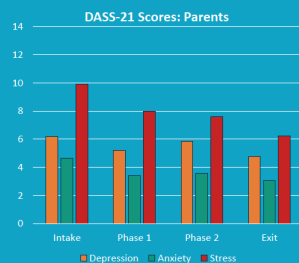
SDECC hypothesises that family members, including the young person, cycle through change at differing times dependent on family and environmental circumstances. The delivery of separate interventions by separate counsellors for parents and young people allows for a parallel process of change in parents and young people.



OUTCOMES

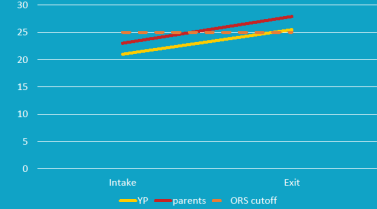


Average DASS-21 & SDS scores for 625 clients aged 14 to 25 years, from August 2014 to April 2018. Scores indicate improvements in symptoms of depression and stress. Anxiety scores increased possibly reflecting difficulty coping without substance or underlying mental health disorder. Severity of dependence scores suggest reduced dependence on presenting drug of concern.



Average DASS-21 scores for 522 parents, from August 2014 to April 2018. Scores indicate improvements in symptoms of depression, anxiety and stress at conclusion of treatment.

ORS Change for Young People & Parents



Average ORS scores illustrate change from intake to last session in 288 young people and 226 parents from period August 2014 to April 2018. Scores for young people are generally lower than parents and reach 25, cut off for clinical population, only towards end of treatment.

SDECC has found that working with parents results in 64% of their young people presenting for treatment.

CASE STUDY OF AN SDECC FAMILY

Young Person

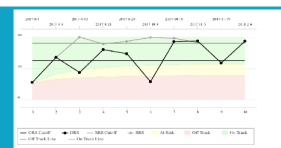
19 year old male, polysubstance use (cannabis, cocaine, alcohol, benzodiazepines, LSD, nitrous oxide), mental health (history of ODD, CD, anxiety, psychosis), unemployed, criminal history, coerced client.

Treatment

10 sessions of counselling. Motivational Interviewing and interventions drawn from CBT and DBT. Referred for psychiatric review of mental health.

Outcomes

Reduced substance use reported, attending counselling voluntarily, home time increased, reduced police contact, engaged in TAFE.



Father

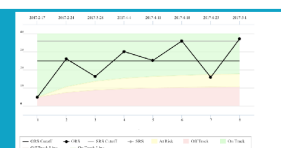
60 year old, single parent, Major Depressive Disorder, family history of depression and Bipolar Disorder, unemployed and caring for aging parents.

Treatment

6 week Paving Ways parents group plus 4 sessions of individual counselling. Referred to GP for medical management of depression.

Outcomes

Relationship with young person improved as new communication skills practiced. Appropriate boundaries and consequences jointly agreed. Depression treated in counselling and medically managed.



SDECC (Sydney Drug Education & Counselling Centre)

91 Pittwater Road, Manly

www.sdecc.org.au

meg@sdecc.org.au jane@sdecc.org.au

References:
Campbell, A., & Henggeler, S. (2008). Outcome Rating Scale and Session Rating Scale in psychological practice: Clinical utility of ultra-brief measures. *Clinical Psychology*, 20, 5-9. doi: 10.1080/13240000802670991
Cohen, M., Ben, S., & Henggeler, S. (2007). The reliability of the Severity of Dependence Scale. *Addiction*, 92, 353-360. doi: 10.1080/09638230601078848
Cicchetti, D., & Rogosch, F. (1996). *Manual for the Depression Anxiety Stress Scales*. (2nd ed.). Sydney: Psychology Foundation.
Quirk, K., Miller, L., Duncan, S., & Owen, J. (2015). Group Session Rating Scale: preliminary psychometrics in substance abuse group interventions. *Counselling and Psychotherapy Research*, 21, 194-200. doi:10.1080/14733145.2012.744425
Prochaska, J., & DiClemente, C. (1982). Stages and processes of self-change in smoking: toward an integrative model of change. *Journal of Consulting and Clinical Psychology*, 50, 396-405.
Volkov, S., & Watson, S. (2015). Planting seeds of change in the drug affected family (A multidisciplinary approach working with young people and SUD). *The Australian & New Zealand Addiction Conference Program*. Gold Coast, Australia.

FEEDBACK

At SDECC we value feedback from our clients and stakeholders.

Feedback helps us to:

- ◇ Reflect on, and celebrate what's working well.
- ◇ Identify opportunities to improve or better respond to our client's needs .
- ◇ Build our reputation as a Centre of Excellence.



Thank you to all our clients who participate in the 2018 survey . Feedback was overwhelmingly positive.

100% reported that the services received helped them deal more effectively with their problems.

100% felt the service met almost all of their needs (53%) or most of their needs (47%).

73% were very satisfied with the service received and 27% were mostly satisfied.

CLIENT FEEDBACK

"Awesome!"

"Supportive!"

"You helped me through some really tough times"

"The Team are friendly + helpful!"

"First time we've felt that someone understood our issues and had constructive advice."

"Friendly!"

"SDECC is a warm + safe place"

"Amazing!"

"I love SDECC!"

"Prior to Paving Ways I felt there was almost no solutions. I felt very lost. Now I have hope. The fact we can continue to call after the group sessions is very good."

"Its great having our son back. Thank you! "

"I am very lucky to be involved with this service it has changed my life and kept me away from using. I would highly recommend this service to young adults to get over their drug abuse and to counsel them through it."

"This service has saved our family unit: my daughter and I are eternally grateful for the help, guidance and support we've received."

CASE STUDIES

NB: All names have been changed to ensure confidentiality.

WORKING WITH YOUNG PEOPLE

Ann is a 17 year old female referred to SDECC in 2016 by her parents following a disclosure of illicit substance use and mental health issues. Ann's parents also sought support and attended the Paving Ways parents program.

At intake assessment Ann was smoking cannabis daily and using alcohol, LSD and benzodiazepines opportunistically. She had diagnoses of Generalised Anxiety Disorder and Panic Disorder. She was also experiencing moderate symptoms of depression. Sleep was poor and her diet was inadequate. Ann had discontinued treatment with a private psychologist after her parents had been informed of her illicit substance use against her wishes.

Ann lives at home with her mother, father and younger brother. She is currently completing her HSC and is planning a gap year in England. She has part-time work in retail.

Ann attended assessment and regular counselling sessions between 2016 to date. Treatment at SDECC included psychoeducation and harm reduction, Motivational Interviewing and interventions drawn from CBT and ACT. Ann is abstinent from cannabis although her cravings remain significant. She occasionally uses alcohol and has discontinued use of other illicit substances. Ann and her SDECC Counsellor attended a psychiatric review at Headspace and a session with the Headspace nurse for a review of nutrition.

Ann's mental health has stabilised after prescribed antidepressants reduced anxiety and panic symptoms. A stepped care approach means her sessions have reduced from weekly to fortnightly to monthly and treatment will cease after she has completed her HSC exams.



WORKING WITH PARENTS

Toni and her husband were referred by a friend to SDECC for support in managing the behaviours of their 14 year old son, John who, until recently, had been well engaged in school and was an A grade athlete. Toni discovered that John had been using cannabis and alcohol, was going out more and staying out later, he withdrew from participating in sport, and his school attendance and performance declined. When the parents attempted to manage the situation, John became increasingly aggressive at home, and family conflict and stress escalated. John's school attendance declined further, he received a suspension due to his behaviour, and he became involved in the criminal justice system.



John's school attendance declined further, he received a suspension due to his behaviour, and he became involved in the criminal justice system.

“Our way of dealing with this was to try and ground him, we read him the riot act etc., only to discover that he would instead rebel, not come home when he should and he started to pull away from our family. Our stress levels were through the roof, he was searched every time he got home, his room was no longer a space he could retreat to it was turned upside down. All in all, for him home was not a nice place to be..... Our son's behaviour also deteriorated with further antisocial behaviour and we felt helpless. It was affecting our whole family. I felt like we were losing him. Our relationship was very fragile.”

John attended a few sessions of counselling at SDECC, and Toni and her husband attended a six week Paving Ways Group. The group provided them with skills and enabled them to feel more empowered to respond better to the situation. However, still finding it difficult to implement the skills and manage their high levels of anxiety, Toni attended individual counselling at SDECC.

“The sessions with (counsellor) helped me to change the way I reacted to my son's behaviour, I stopped being so hypervigilant, I learnt to come from a place of love rather than anger all the time. It was really hard but I stopped searching his room, stopped questioning his every move, we tried to make home somewhere he wanted to be. Slowly we saw a change in our son, most noticeably he was happier, it must have been like a weight had been lifted from his shoulders.....Having the support and guidance at SDECC enabled me, especially, to rebuild my fragile relationship with my son. It enabled me to take a step back and stop before I reacted. He started to communicate very honestly with me, and he trusted me again. In the last 10 weeks we have seen an enormous improvement. Our son has been attending school and trying hard to complete his school work, he has been home after school most nights, we have had no further trouble with the police, he engages with us as a family, and I have even been able to treat him like a normal 15 year old boy, I don't feel like I'm treading on egg shells all the time..... I think had I not continued with this counselling our family would be in a very different place right now and possibly no longer have a relationship with our son.”

Toni attended regular counselling sessions following the Paving Ways Group, which focused on family safety and stabilisation, psychoeducation, CBT, SFT and attachment focused parenting interventions.

“Having a troubled child is all consuming and affects every aspect of your life, work, relationships, I am so grateful that I had the opportunity to seek assistance from SDECC and will ever be indebted to the service as I truly feel it saved my family.”



The Association of Drug Referral Centres Ltd (Trading as SDECC)

ABN 71 554 039 749

Financial Statements - 30 June 2018

**LBW & Partners**

Chartered Accountants & Business Advisers
ABN 80 618 803 443

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P (02) 9411 4866

Partners

Rupa Dhamasiri

Alan M Perrott

George P Rochlos

Mark W Willock

The Association of Drug Referral Centres Ltd (Trading as SDECC)

ABN: 71 554 039 749

Auditor's Independence Declaration to the Directors of The Association of Drug Referral Centres Ltd (Trading as SDECC)

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-profit Commission Act 2012*, as auditor of The Association of Drug Referral Centres Ltd (Trading as SDECC) for the year ended 30 June 2018, I declare that, to the best of my knowledge and belief, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profit Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Rupaniga Dhamasiri
Partner

LBW & Partners
Chartered Accountants
Level 3, 845 Pacific Highway
CHATSWOOD NSW 2067

Dated this 2nd day of October 2018



Liability limited by a scheme approved
under Professional Standards Legislation



Analysis
Interpretation
Planning

The Association of Drug Referral Centres Ltd (Trading as SDECC)
Directors' report
30 June 2018



The directors present their report, together with the financial statements, on the company for the year ended 30 June 2018.

Directors

The following persons were directors of the incorporated association during the whole of the financial year and up to the date of this report are:

Russell Wolfe Qualifications Special responsibilities	Masters of Management - Community Management Chairperson
Merrienne Sinclair Qualifications Special responsibilities	Bachelor of Social Work, Graduate Diploma in VET Secretary
Sarah Mercer Qualifications Special responsibilities	BSc (Psychol) HONS MCLinPsych MAPS Board member
William Adames Qualifications Special responsibilities	BSc (Hons) Environmental Engineering, Diploma of Government Management Board member
Paul Hogan Qualifications Special responsibilities	BA Communication from the University of Technology, Sydney Board member
Nick Dillenbeck Qualifications Special responsibilities	B. Commerce (Liberal Studies) Board member
Ian Farmer Qualifications Special responsibilities	FCA, ICAEW Treasurer
Angus Megarity (Appointed 29 November 2017) Qualifications Special Responsibilities	Bachelor of Youth Work Board member
Louise Cummins (Appointed 6 February 2018) Qualifications Special responsibilities	Bachelor of Arts Degree Board member

Objectives

The Company's goal is to empower young people, families and their community to minimise the harms associated with the problematic use of alcohol & other drugs.

The Company recognises that the problematic use of alcohol & other drugs occurs within a complex social and family environment and seriously impacts the health, life and potential of young people, their families and the community. Evidence shows that working holistically with young people and their families, and a harm minimisation approach, improves results.

The Company's purpose is to be a centre of excellence that provides a model of evidence based, outcome focused counselling and support services for young people aged 14 to 25 years with problematic use of alcohol and other drugs, and their families. This model focuses on keeping the young people with whom we work safe, out of hospital, out of the criminal justice system, contributing to their community and achieving their potential.

The Association of Drug Referral Centres Ltd (Trading as SDECC)
Directors' report
30 June 2018



Principal activities

The principal activity of The Association of Drug Referral Centres Ltd during the financial year were alcohol and other drugs counselling.

No significant changes in the nature of the Company's activity occurred during the financial year.

Members' guarantee

The Association of Drug Referral Centres Ltd is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each member and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$1 for all the members, subject to the provisions of the Company's constitution.

At 30 June 2018 the collective liability of members was \$15 (2017: \$ 14).

Operating results

The surplus of the Company for the year amounted to \$36,178 (2017: \$ 1,580). The Company is exempt from income tax.

Meetings of directors

The number of meetings of the company's Board of Directors ('the Board') held during the year ended 30 June 2018, and the number of meetings attended by each director were:


	Full Board	
	Attended	Eligible to attend
Russell Wolfe	5	7
Merrienne Sinclair	6	7
Sarah Mercer	5	7
William Adames	4	7
Paul Hogan	6	7
Nick Dillenbeck	4	7
Ian Farmer	6	7
Angus Megarrity	3	4
Louise Cummins	3	3

Held: represents the number of meetings held during the time the director held office.

Auditor's independence declaration

A copy of the auditor's independence declaration as required under Division 60 of the Australian Charities and Not for profit Commission Act 2012 is set out immediately after this directors' report.

This report is made in accordance with a resolution of the Board of Directors.



Russell Wolfe
Director



Ian Farmer
Director

2 October 2018

The Association of Drug Referral Centres Ltd (Trading as SDECC)
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2018



	Note	2018 \$	2017 \$
Revenue	4	1,019,984	856,843
Total revenue		<u>1,019,984</u>	<u>856,843</u>
Expenses			
Employee benefits expense		(840,604)	(686,140)
Depreciation and amortisation expense		(22,914)	(21,383)
Audit fees		(6,269)	(6,000)
Brokerage fees		(1,250)	(14,000)
Consultants/contractors		(8,564)	(10,394)
Events costs		(3,610)	(2,561)
Marketing		(867)	(4,042)
Insurance		(10,197)	(9,554)
Operating lease expenses - office rent		(16,467)	-
Motor vehicle expenses		(4,893)	(10,559)
Office supplies/equipment		(3,897)	(7,344)
Printing and stationery		(4,570)	(7,670)
Repairs & maintenance		(8,664)	(16,153)
Subscriptions		(14,886)	(12,377)
Supervision/mentoring		(11,515)	(11,938)
Telephone & IT expenses		(13,025)	(21,907)
Other expenses		(11,614)	(13,241)
Total expenses		<u>(983,806)</u>	<u>(855,263)</u>
Surplus before income tax expense		36,178	1,580
Income tax expense		-	-
Surplus after income tax expense for the year		36,178	1,580
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		<u>36,178</u>	<u>1,580</u>

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

The Association of Drug Referral Centres Ltd (Trading as SDECC)
Statement of financial position
As at 30 June 2018



	Note	2018 \$	2017 \$
Assets			
Current assets			
Cash and cash equivalents	5	180,436	210,666
Trade and other receivables	6	16,649	66,722
Term deposits		462,529	352,979
Prepayments		2,999	2,872
Total current assets		662,613	633,239
Non-current assets			
Property, plant and equipment	7	2,466,390	2,482,096
Total non-current assets		2,466,390	2,482,096
Total assets		3,129,003	3,115,335
Liabilities			
Current liabilities			
Trade and other payables	8	34,430	42,091
Employee benefits	9	39,319	46,870
Unexpended grants	10	242,697	251,888
Total current liabilities		316,446	340,849
Non-current liabilities			
Employee benefits	11	29,389	27,496
Total non-current liabilities		29,389	27,496
Total liabilities		345,835	368,345
Net assets		2,783,168	2,746,990
Equity			
Reserves		2,426,431	2,426,431
Retained surpluses		356,737	320,559
Total equity		2,783,168	2,746,990

Note: Abridged version of financial statements. For a full copy of the report,
please contact us on (02) 9977 0711 or email admin@sdecc.org.au

The above statement of financial position should be read in conjunction with the accompanying notes

BOARD MEMBERS



Russell Wolfe, Masters in Community Management

Russell has spent his career working in community services both here in Australia and in the UK. He has worked in the not for profit sector and for local government, including his current role as Manager Community Life at the City of Canada Bay.

Russell is the Chairman and a member of the Finance, Audit & Risk Committee

Ian Farmer FCA, ICAEW

Ian has had a 30 year career in professional services, including 20 years as a partner with a major global accounting firm in a range of local and international client serving and leadership roles. Ian is on a number of not-for-profit boards in Sydney, including as chairman of Lifeline Northern Beaches Inc. where he is also a volunteer telephone crisis supporter.



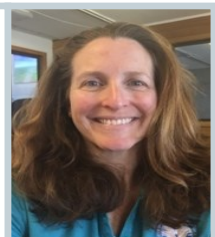
Merrianne Sinclair BSW, Grad Dip VET, Cert IV TAE10

Merrianne is a social worker who has worked for both Government and non-Government organisations and has also had a private counselling practice. Merrianne currently works as a teacher and workplace trainer and assessor for TAFE NSW at Northern Beaches Campus.

Merrianne is the Secretary and Chair of Governance Sub-Committee.

Sarah Mercer BSc(Psychol)HONS MClInPsych MAPS

Sarah is a Clinical Psychologist who has worked for Government and non-Government organisations and in Private Practice. Sarah's focus has been on working with children, young people and their families. Sarah currently works as the Student Wellbeing Manager for a local not for profit organisation, Stewart House.



Will Adames ,BSC Hons

Will is a communications professional with a wide range of experience gained in private and public sector roles. He currently works in local government specialising in community and business engagement. Will has a degree in Environmental Engineering and diplomas in Management and Government.

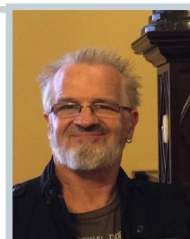


Louise Cummins

Joining SDECC this year, Louise is currently the Marketing and Digital Director at H&R Block Australia. She has over two decades of experience working across a range of industries including finance, technology, entertainment, healthcare and telecommunications. She has extended successes in the corporate world with consultative and governance roles for not-for-profit organisations.

Paul Hogan BA Comm.

Paul works in the Executive and Ministerial Support branch, NSW Ministry of Health. He has a local government background, having worked for a number of councils in social planning and youth services roles. He has also worked extensively in the non-government sector.



Angus Megarrity

Angus has spent the past 15 years in a variety of youth work roles including within crisis and transitional accommodation services and leading teams of youth workers in local government settings. He is currently leading sector development as Youth Development Lead for Youth Action, the peak body for young people and youth services in NSW.

Nick Dillenbeck, B. Comm. (Liberal Studies)

Nick is a management consultant, helping ASX-listed, private and government organisations develop strategies and deliver performance improvement projects.



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